

There appears to be apprehension and misunderstanding on the part of some employees who may become participants in the CIA Retirement System that its Involuntary Retirement provisions somehow impair or lessen an individual's "rights to continuing employment". This is not true. The Director of Central Intelligence has not obtained any new authority in this Retirement Legislation to terminate an officer or employee. The authority to terminate whenever the Director shall deem such termination necessary or advisable in the interests of the United States has existed since 1947 in section 102(c) of the National Security Act. A more reasonable basis for apprehension on the part of some may stem from fear that the permissive provision for involuntary retirement as early as age 50 may indicate an intent to do so extensively and perhaps indiscriminately in the years ahead. Nothing could be further from the truth. The Agency has testified that it cannot provide or expect from all of our employees engaged in foreign intelligence activities abroad a full-term working career of 30 years or more. We recognize that a portion of these people will find the requirements of service in these career fields too stressful and demanding to hold their attention throughout their working years. We felt these people should be recompensed and assisted with generous non-penalized annuities should they desire to leave and seek other careers. At the same time, and to a completely unforeseeable degree it might be necessary in the best interest of the service to retire some persons at relatively early ages should otherwise unmanageable imbalances in the composition of the personnel engaged in these fields of work develop.

CONFIDENTIAL

Such imbalances might be caused by health impairments resulting in unmanageable numbers of persons who cannot serve overseas, or occasionally by skill imbalances which cannot be corrected by retraining. In any situation it is and will be the intent of the Agency to direct early retirement only when all other administrative action reasonably reflective of the interests of the Government have been exhausted. The future is unknown, but insofar as can be seen today there is no likelihood of any significant number of directed early retirements in the years ahead.

CONFIDENTIAL

Since the CIA Retirement System was authorized by Congress only for employees whose careers are in a field normally requiring periods of overseas and other qualifying service related to the conduct or support of intelligence activities abroad, each participant must have accepted the obligation to serve according to the needs of the Agency. Although this is by no means a new concept to employees engaged in such career fields, a written acknowledgment of acceptance of this obligation of service will be required. Acknowledgments of such service obligation already a matter of official record will satisfy this requirement.

SERVICE AGREEMENT

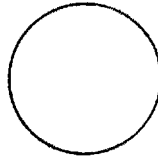
PUBLIC LAW 88-643, 88th CONGRESS REQUIRES THAT IN ORDER TO QUALIFY FOR DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM, AN EMPLOYEE MUST HAVE SIGNED A WRITTEN OBLIGATION TO SERVE ANYWHERE AND AT ANYTIME IN SUPPORT OF AGENCY ACTIVITIES ABROAD HAZARDOUS TO LIFE OR HEALTH OR SO SPECIALIZED BECAUSE OF SECURITY REQUIREMENTS AS TO BE CLEARLY DISTINGUISHABLE FROM NORMAL GOVERNMENT EMPLOYMENT IN ADDITION TO MEETING OTHER SPECIFIED CRITERIA.

I HEREBY DECLARE MY INTENT TO COMPLY WITH THIS REQUIREMENT AS A CONDITION TO MY BEING CONSIDERED FOR DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND DISABILITY SYSTEM.

IN MAKING THIS DECLARATION, IT IS UNDERSTOOD THAT THE AGENCY WILL GIVE PROPER CONSIDERATION TO MY PARTICULAR CAPABILITIES, INTERESTS, AND PERSONAL CIRCUMSTANCES.

Signature

Date



SERVICE
AGREEMENT

PARAGRAPH E OF [REDACTED] STATES THAT IN ORDER TO
QUALIFY FOR DESIGNATION AS A PARTICIPANT IN THE CIA
RETIREMENT AND DISABILITY SYSTEM, AN EMPLOYEE MUST
HAVE SIGNED A WRITTEN OBLIGATION TO SERVE ANYWHERE
AND AT ANYTIME ACCORDING TO THE NEEDS OF THE AGENCY,
IN ADDITION TO MEETING OTHER SPECIFIED CRITERIA.

STATINTL

I HEREBY DECLARE MY INTENT TO COMPLY WITH THIS
REQUIREMENT AS A CONDITION TO MY BEING CONSIDERED FOR
DESIGNATION AS A PARTICIPANT IN THE CIA RETIREMENT AND
DISABILITY SYSTEM.

IN MAKING THIS DECLARATION, IT IS UNDERSTOOD THAT
THE AGENCY WILL GIVE PROPER CONSIDERATION TO MY PARTICULAR
CAPABILITIES, INTERESTS, AND PERSONAL CIRCUMSTANCES.

Signature

Date